

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

HB 1510 – SB 1797

March 26, 2018

SUMMARY OF ORIGINAL BILL: Requires public safety employers to provide public safety employees at least ten sessions with a mental health service provider to treat Post Traumatic Stress Disorder (PTSD) in addition to other behavioral or mental health benefits offered.

FISCAL IMPACT OF ORIGINAL BILL:

Increase State Expenditures – \$1,500

Increase Local Expenditures – \$351,400*

SUMMARY OF AMENDMENT (015800): Deletes and replaces language of the original bill such that the only substantive change is removing the requirement for public safety employers to provide such services in addition to other behavioral or mental health benefits offered.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Increase Local Expenditures – Exceeds \$35,100*

Assumptions for the bill as amended:

- This legislation defines a public safety employer as the state, a local government, or any other political subdivision of the state that employs public safety employees on a full-time basis and a public safety employee as an emergency medical worker or professional firefighter who is a paid, full-time employee of a public safety employer.
- This legislation requires public safety employers to provide 10 PTSD counseling sessions to public safety employees at a cost that is no more than co-pays or co-insurance for other health benefits offered by the employer.
- Currently, under the State and Local Government benefit plans administered by the Department of Finance and Administration, five Employee Assistance Program (EAP) services per episode are offered at no cost to employees participating in the state's health insurance plan. In addition, employees participating in the state's health insurance plan

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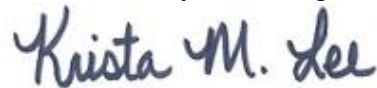
have access to medical behavioral health treatments. This analysis assumes any impact to state government resulting from providing 10 PTSD counseling sessions to public safety employees participating in the state's plan is not significant.

- Public safety employers will require a co-pay or co-insurance payment of at least \$45 for the provision of PTSD services.
- The average cost per counseling session is estimated to be \$75.
- Based on information provided by the Department of Commerce and Insurance, there are approximately 7,088 full-time local government firefighters in Tennessee.
- Based on information from the Bureau of Labor Statistics, 27.35 percent of Emergency Medical Services (EMS) personnel are employed by governments. The Office of EMS states there are 16,915 licensed EMS personnel in Tennessee. This would result in 4,626 (16,915 x 27.35%) EMS personnel meeting the provisions of the proposed legislation.
- Ten percent of these public safety employees will utilize PTSD counseling services.
- The precise number of local government public safety employers participating in the state's health insurance plan, the number of public safety employers currently offering less than 10 sessions for PTSD, and the number of public safety employers currently not offering services for PTSD are unknown; however, it is reasonable to estimate that at least 10 percent of public safety employers will be required to pay for 10 PTSD counseling sessions currently not available to public safety employees.
- The mandatory recurring increase in local expenditures is estimated to exceed \$35,142 $\{[(7,088 + 4,626) \times 10\% \times (\$75 \text{ cost} - \$45 \text{ copay}) \times 10 \text{ sessions}] \times 10\%\}$.

**Article II, Section 24 of the Tennessee Constitution provides that: no law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.



Krista M. Lee, Executive Director

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